



To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject HB-5460 An Act Concerning Captive Audience Meetings

I am writing today to tell you I oppose this bill and I urge you to reject HB-5460.

This bill restricts employers from talking with their employees, at mandatory staff meetings, about a wide range of subjects that they would routinely discuss with their employees including:

- Any subject covered by a collective bargaining agreement such as wages, employee benefits, and other terms and conditions of employment
- News from the State Capitol, politics, local issues, etc.
- Community activities or events
- Charitable campaigns (e.g., company blood drives, charitable fundraising, etc)

Our company and its employees participate in and support volunteerism in our community. Many of our employees volunteer as committee members for various community activities. Participation is never mandatory but we must have a way to communicate activities and opportunities with our employees. Staff meetings are the best place to do this. The teamwork atmosphere will be lost if we can no longer have these discussions, moral will surely suffer.

Employers need to be able to communicate fully with their employees regarding issues that affect the daily operations of the business, especially during a tough, unpredictable economy. A large part of our regular business involves HealthCare Reform, Health Insurance and related issues. Our employees need to have discussions about these issues to continue to provide answers and customer service to our clients. Again, staff meetings are the best use of time as a means of communicating with all employees.

Once again, I urge you to reject HB-5460 as a proposal that is harmful to Connecticut businesses.

Regards,

Carol Pendagast

Carol Pendagast

HR Director

F.W. Serra, Inc.

Carolp@fwserra.com